



Performance Plan Framework

INTRODUCTION:

The Balsz School District Performance Pay Plan was developed by a committee of teachers and administrators in response to The Classroom Site Fund legislation, which became statute following a vote of the public in November 2000 commonly referred to as "Proposition 301."

The committee established a plan that challenges schools and teachers to reach higher levels of student performance and continued to revise the plan annually. The plan was originally designed to be effective, but not overly complex or bureaucratic in nature.

The following are the updated set of values, parameters, opportunities, and the details of the performance pay system.

Teachers and administrators sought to create a plan that values:

- Teachers' performance on their formal observations and the student achievement shown in their classroom and school.
- School and district collaboration, with the understanding that high student achievement requires a team-effort.
- Teachers' commitment to engage families in our efforts to build an excellent school.

MISSION STATEMENT:

We want to maximize student learning and compensate teachers for demonstrating excellence in the classroom.

QUALIFYING PROCEDURES:

All employees paid on the Teacher's Salary Schedule are eligible for Performance Pay providing they meet the qualifying procedures. This eligibility may change to comply with changes to state law, changes of interpretations to state law, or future opinions of the Attorney General's office.

1. For the purpose of Performance Pay, a Teacher is a person paid on the Balsz District Teacher Salary Schedule.
2. Teachers must complete at least ten weeks of employment to be eligible for compensation.
3. Teachers who do NOT fulfill their contract will not be eligible for Performance Pay.
4. Substitute teachers do not qualify for Performance Pay.
5. Teachers will receive performance pay even if they do not return to the District the next school year.
6. Teachers can earn Performance Pay equal to the percentage of the year that they are under contract.
7. If a teacher takes an approved leave of absence, she/he will receive a percentage of pay based on the percentage of the year that has been worked. (Percent of the contract year completed = percent of Performance Pay earned.)
8. Part time Certified Teachers will receive Performance Pay equal to the percentage of their contract.
9. Teachers are not eligible for Performance Pay if on their most recent evaluation on the Balsz Teacher Evaluation System they receive ratings of zero (0) on five or more indicators.

PARAMETERS:

The Performance Pay Plan will be evaluated annually by a Performance Pay Committee of teachers and administrators called by the Superintendent for this purpose.

1. All Certified Teachers paid on the Teacher's Salary Schedule will have the opportunity to participate, unless otherwise excluded in the Qualifying Procedures above.
2. The Performance Pay Plan will be introduced annually to teachers at each school site.
3. Funds will be awarded based on evidence outlined in this Performance Pay Plan.
4. Group A Teachers=Those teachers with a homeroom class

5. Group B Teachers= The individual scores portion of the plan will reflect the school-level results (thereby doubling the school level results=30%).

PLAN COMPONENTS:

There are six components a teacher may accomplish to be considered for performance pay. Each component represents a portion of the Teacher Performance Fund and has a range of awards:

- I. 40% - Individual Teacher Evaluation (LOI) Scores
- II. 15% - Student Achievement Goals at the Individual Level
- III. 15% - Student Achievement Goals at the School Level
- IV. 10% - Student Achievement Goals at the District Level
- V. 10% - Parent Satisfaction Survey at the School Level:
- VI. 10% - Attendance at Prescribed Professional Learning

MEASUREMENT CRITERIA FOR THE COMPONENTS:

Component I: 40% - Individual Teacher Evaluation (LOI) Scores

The percentage of LOI points earned is calculated by dividing the total number of points earned by the total number of LOI points possible over the course of two evaluations.

- 80-100% of points= 100% of compensation
- 70-79% of points=90% of compensation
- 60-69% of points=80% of compensation
- 50-59% of points= 70% of compensation

Component II: 15% - Student Achievement Goals at the Individual Level

AIMSweb Reading (7.5% of total) - Based on percent of students who either meet grade-level benchmark or who meet grade-level Rate of Improvement

- 80-100% =100% of compensation
- 70-79%=90% of compensation
- 60-69% of points=80% of compensation
- 50-59% of points= 70% of compensation

Math Fluency (7.5% of total; each section worth 3.75%) – Percent of students who gained one level from fall to spring or maintained highest possible level while improving in time or accuracy.

Two sections- 1. Addition/Multiplication and 2. Subtraction/Division

Students who pre-test at highly proficient on the max skill for his/her grade level will be expected to maintain the same highly proficient score on post-test regardless of time or accuracy.

- 80-100% =100% of compensation
- 70-79%=90% of compensation
- 60-69% of points=80% of compensation
- 50-59% of points= 70% of compensation

Component III: 15% - Student Achievement Goals at the School Level

AIMSweb Reading (7.5% of total) - Based on percent of students who either meet grade-level benchmark or who meet grade-level Rate of Improvement

- 80-100% =100% of compensation
- 70-79%=90% of compensation
- 60-69% of points=80% of compensation
- 50-59% of points= 70% of compensation

Math Fluency (7.5% of total; each section worth 3.75%) – Percent of students who gained one level from fall to spring or maintained highest possible level while improving in time or accuracy.

Two sections- 1. Addition/Multiplication and 2. Subtraction/Division

Students who pre-test at highly proficient on the max skill for his/her grade level will be expected to maintain the same highly proficient score on post-test regardless of time or accuracy.

- 80-100% =100% of compensation
- 70-79%=90% of compensation
- 60-69% of points=80% of compensation
- 50-59% of points= 70% of compensation

Component IV: 10% - Student Achievement Goals at the District Level

AIMSweb Reading (7.5% of total) - Based on percent of students at your school who either meet grade-level benchmark or who meet grade-level Rate of Improvement

- 80-100% =100% of compensation
- 70-79%=90% of compensation
- 60-69% of points=80% of compensation
- 50-59% of points= 70% of compensation

Math Fluency (7.5% of total; each section worth 3.75%) – Percent of students who gained one level from fall to spring or maintained highest possible level while improving in time or accuracy.

Two sections- 1. Addition/Multiplication and 2. Subtraction/Division

Students who pre-test at highly proficient on the max skill for his/her grade level will be expected to maintain the same highly proficient score on post-test regardless of time or accuracy.

- 80-100% =100% of compensation
- 70-79%=90% of compensation
- 60-69% of points=80% of compensation
- 50-59% of points= 70% of compensation

Component V: Parent Survey (10% of Total):

- 100% of Performance Pay will be awarded for Parent Satisfaction if 50% or more of the annual parent surveys are returned and 70% or more express “satisfied” or better about their child’s school.
- No Performance Pay will be awarded for Parent Satisfaction if less than 50% are returned or less than 70% express “satisfied” or better about their child’s school.

Component VI: Professional Development as measured by Attendance (10% of Total):

- 100% of Performance Pay will be awarded for attendance at 90% or more at prescribed PLCs.
- No Performance Pay will be awarded for attendance of less than 90% of prescribed PLCs.

ALLOCATION OF FUNDS:

Performance pay will be issued the year following the school year in which it was earned. The time table for payment will depend upon when assessment data is received by the district. Any funds not distributed will be carried over to the next year for the same purpose. Individuals have no entitlement to present or future undistributed funds.

APPEAL PROCESS

Teachers should first contact the principal if there is a concern regarding their accomplishments of any of the components of the performance pay plan. If, after meeting with the principal, the concern still exists, the following people should be contacted:

| | |
|---------------------------------|---|
| Parent Satisfaction Goals: | Assistant Superintendent of Administrative Services |
| Student Achievement Goals: | Director of Educational Services |
| Professional Performance Goals: | Assistant Superintendent of Administrative Services |



Performance Plan Teacher Checklist

Teacher: _____ Grade/Subject: _____ School(s): _____

Estimated Funds per Full-Time Teacher for 2016-17 School Year: _____ \$2,000

I. Individual Teacher Evaluation Scores (40% of Overall):

| Percentage | \$ Awarded |
|--|------------|
| <input type="checkbox"/> 80%+ | \$800.00 |
| <input type="checkbox"/> 70-79% | \$720.00 |
| <input type="checkbox"/> 60-69% | \$640.00 |
| <input type="checkbox"/> 50-59% | \$560.00 |
| <input type="checkbox"/> Less than 50% | \$0.00 |

II. Student Achievement Goals at the Individual Level* (15% of Overall):

| AIMSweb Reading | | Math Fluency-Addition/Multiplication | | Math Fluency-Subtraction/Division | |
|--|------------|--|-----------|--|-----------|
| Percentage | \$ Awarded | Percentage | \$Awarded | Percentage | \$Awarded |
| <input type="checkbox"/> 80-100% | 150.00 | <input type="checkbox"/> 80-100% | 75.00 | <input type="checkbox"/> 80-100% | 75.00 |
| <input type="checkbox"/> 70-79% | 135.00 | <input type="checkbox"/> 70-79% | 67.50 | <input type="checkbox"/> 70-79% | 67.50 |
| <input type="checkbox"/> 60-69% | 105.00 | <input type="checkbox"/> 60-69% | 52.50 | <input type="checkbox"/> 60-69% | 52.50 |
| <input type="checkbox"/> Less than 60% | 0 | <input type="checkbox"/> Less than 60% | 0 | <input type="checkbox"/> Less than 60% | 0 |

III. Student Achievement Goals at the School Level (15% of Overall):

| AIMSweb Reading | | Math Fluency-Addition/Multiplication | | Math Fluency-Subtraction/Division | |
|----------------------------------|------------|--------------------------------------|-----------|-----------------------------------|-----------|
| Percentage | \$ Awarded | Percentage | \$Awarded | Percentage | \$Awarded |
| <input type="checkbox"/> 80-100% | 150.00 | <input type="checkbox"/> 80-100% | 75.00 | <input type="checkbox"/> 80-100% | 75.00 |
| <input type="checkbox"/> 70-79% | 135.00 | <input type="checkbox"/> 70-79% | 67.50 | <input type="checkbox"/> 70-79% | 67.50 |
| <input type="checkbox"/> 60-69% | 105.00 | <input type="checkbox"/> 60-69% | 52.50 | <input type="checkbox"/> 60-69% | 52.50 |

IV. Student Achievement Goals at the District Level (10% of Overall):

| AIMSweb Reading | | Math Fluency-Addition/Multiplication | | Math Fluency-Subtraction/Division | |
|----------------------------------|------------|--------------------------------------|-----------|-----------------------------------|-----------|
| Percentage | \$ Awarded | Percentage | \$Awarded | Percentage | \$Awarded |
| <input type="checkbox"/> 80-100% | 100.00 | <input type="checkbox"/> 80-100% | 50.00 | <input type="checkbox"/> 80-100% | 50.00 |
| <input type="checkbox"/> 70-79% | 90.00 | <input type="checkbox"/> 70-79% | 45.00 | <input type="checkbox"/> 70-79% | 45.00 |
| <input type="checkbox"/> 60-69% | 70.00 | <input type="checkbox"/> 60-69% | 35.00 | <input type="checkbox"/> 60-69% | 35.00 |

V. Parent Satisfaction (10% of Overall):

- 100% of Performance Pay awarded: Parent Satisfaction if 50% or more of the annual parent surveys are returned and 70% or more express "satisfied" or better about their child's school.....\$200.00
- No Performance Pay will be awarded: Parent Satisfaction less than 50% returned or less than 70% expressed "satisfied" or better about their child's school.....\$0.00

VI. Attendance at Professional Development (10% of Overall):

- 100% of Performance Pay will be awarded for attendance at 90% or more at prescribed PLCs.....\$200.00
- No Performance Pay will be awarded for attendance of less than 90% of prescribed PLCs.....\$0.00

Teacher Signature _____

Date _____

Supervisor Verification _____

Date _____